

Calculating Individual Growth Measures (IGM)

Indiana Department of Education
Divisions of Accountability and Educator Effectiveness
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Presenters

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Agenda

- ☐ Background on IGM
- ☐ Step-by-step calculation of IGM
- ☐ Q & A



Annual Evaluation Requirements

IC 20-28-11.5

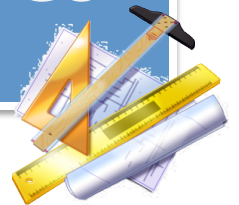
Annual



Objective
Measures



Rigorous
Measures



Four
Categories

4

Feedback
and PD



Negative
Impact



Key Terms

Individual Growth Measure (IGM) – The required primary measure of student learning for teachers of tested subjects. The measure is reported to school corporations as a value between 1 and 4. It is based on the Educator Evaluation Accountability Link.

DOE-EE Data Collection – The connection that links a specific student's ISTEP+ data with a specific teacher for the purpose of including that student's ISTEP+ data in that teacher's performance evaluation. Local school corporations are responsible for determining the procedures and criteria that determine the student roster that is linked to the teacher.

Primary Measure – The measure of objective student learning that is afforded more weight than other measures of student learning included in the performance evaluation. For teachers of tested subjects, this is the Individual growth measure.

Tested Subjects – Subjects covered by a statewide assessment for which Indiana Growth Model calculations are available. Currently includes grades 4 through 8 Mathematics and English/Language Arts.

Median – The numerical value that falls in the middle of a sorted list of values.



Determination of the Four Rating Levels

- 4** – Teachers whose students have a median growth score that with statistical certainty falls at or above 65
- 3** – Teachers whose students have a median growth score that with statistical certainty falls at or above 50 but below 65
- 2** – Teachers whose students have a median growth score that with statistical certainty falls below 50 but above 34
- 1** – Teachers whose students have a median growth score that with statistical certainty falls at or below 34.



Quick Guide for Calculating IGM

First, you will need the connection of students to teachers:

- Use the data source file from the DOE-EE data collection from 2014-15 school year
- STN Application Center, or
- Use the Accountability Link (162 day students) from the Learning Connection

******Connecting SPNs to STNs******



Quick Guide for Calculating IGM: Step-by-Step

Next, follow these steps:

1. Log in to the Learning Connection at:
<https://learningconnection.doe.in.gov/Login.aspx>
2. Click on the *Reports* tab at the top of the screen
3. Click on *Accountability Reports* on the left side of the screen
4. Click on *Growth Model-Accountability Report*
5. Select your *corporation*
6. Select your *school*
7. Select the *grade(s)*; remember this is available only for grades 4-8



Quick Guide for Calculating IGM: Step-by-Step, cont'd...

8. Click the *Select all* link
9. Click the *Export Selected Student Data*
10. Open the Excel file
 - The math Growth Percentiles will be in Column M
 - The ELA Growth Percentiles will be in Column O



Quick Guide for Calculating IGM

- Follow the instructions on the **IGM Template Calculation** form to calculate the Educator Effectiveness (“EE”)/IGM rating for each teacher

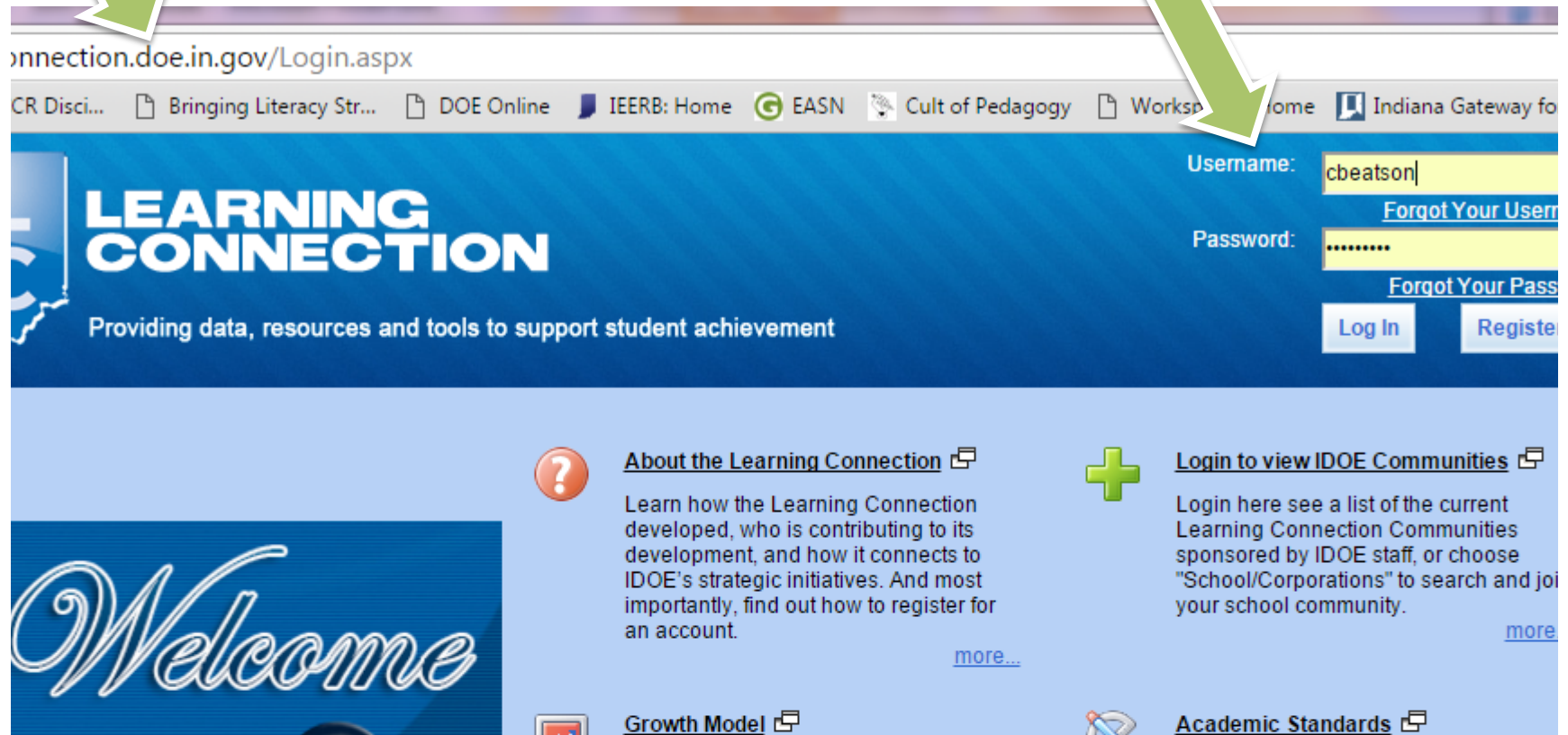


Let's try it together!

<https://learningconnection.doe.in.gov/Login.aspx?ret=%2fdefault.aspx>



Step 1



connection.doe.in.gov/Login.aspx

CR Disci... Bringing Literacy Str... DOE Online IEERB: Home EASN Cult of Pedagogy Worksp... home Indiana Gateway fo



LEARNING CONNECTION



Providing data, resources and tools to support student achievement





Username: cbeatson
[Forgot Your Usern](#)

Password:
[Forgot Your Pass](#)

[Log In](#) [Register](#)


 [About the Learning Connection](#) 
Learn how the Learning Connection developed, who is contributing to its development, and how it connects to IDOE's strategic initiatives. And most importantly, find out how to register for an account. [more...](#)

 [Login to view IDOE Communities](#) 
Login here see a list of the current Learning Connection Communities sponsored by IDOE staff, or choose "School/Corporations" to search and join your school community. [more...](#)

 [Growth Model](#)   [Academic Standards](#) 



Step 2



Classes ▾ Library ▾ Grade Book **Reports** Profile Contacts & Communities ▾ Testing ▾ Apps

Caitlin Beatson
[Profile](#) | [Settings](#) | [Inbox](#)

CLASSES [View All Classes](#)

ve classes

LESSONS

[Add a new lesson](#)
[Add a new student activity](#)
[Add published resources](#)

NOTIFICATIONS

2 requests to join [IDO](#)

RECENT ANNOUNCEMENTS

[Wednesday Extended Wo](#)
posted on Wed Jan 20 7:59 AM

[Teaching with Primary So](#)
posted on Tue Jan 19 1:07 PM

[Top Global Learning Scho](#)
posted on Tue Jan 19 12:34 PM



Step 3



Achievement Reports

Gradebook Reports

Admin Reports

Student Summary

Educator Reports

Accountability Reports



Reports

[Growth Model-Classroom Report](#)

View student growth and proficiency based upon yearly ISTEP+ assessments.

[Class ISTEP+ Achievement](#)

View ISTEP+ aggregate data for all students enrolled in your classes.

[End of Course Assessment-Classroom Report](#)

View End of Course assessment data for any student enrolled in your classroom(s).

[LAS Links-Classroom Report](#)

View LAS Links assessment data for any student that is enrolled in your classroom(s).

[IMAST-Classroom Report](#)

View IMAST assessment data for any student that is enrolled in your classroom(s).

[ISTAR Assessment-Classroom](#)

View ISTAR assessment data for any student enrolled in your classroom(s).

[PSAT Assessment-Classroom](#)



Step 4

Providing data, resources and tools to support student achievement

Dashboard Classes ▾ Library ▾ Grade Book Reports Profile Contacts & Communities ▾ Testing ▾ App

Achievement Reports

Gradebook Reports

Admin Reports

Student Summary

Educator Reports

Accountability Reports ➔

Reports

[Report Card Roster](#)
View Report Card data for all students accountable in your schools.

[4 Year Graduation Cohort Status](#)
View 4 Year Graduation Cohort Status data for all students enrolled in your schools.

[5 Year Graduation Cohort Status](#)
View 5 Year Graduation Cohort Status data for all students enrolled in your schools.

[IREAD-3 School Report](#)
View IREAD3 percentage of students passed in a school.

[Growth Model-Accountability Report](#)
View student growth and proficiency based upon yearly ISTEP+ assessments.



Step 5

Dashboard Classes Library Grade Book Reports Profile Contacts & Communities Testing

Achievement Reports
Gradebook Reports
Admin Reports
Student Summary
Educator Reports
Accountability Reports

Student Growth Model

Corporation: 21st Century Charter Sch of Gary (9545)
School: 21st Century Charter Sch of Gary (9545)
View Growth For:

Abacus Child Care/Early Lrn Ctr (A098)
ABC Learn Cntr/Stewart Elem (A415)
Aboite Christian School (A260)
Acacia Academy Inc (B398)
Academy at Greenfield Park (B272)
ACE Preparatory Academy (9970)
ACTS Academy (C333)
Adams Central Community Schools (0015)
Adams-Wells Special Services Coop (8455)
Advent Lutheran Preschool (A477)
Adventist Christian Elementary (C905)
Agape Garden Montessori School (B362)
Agape Learning Center (B345)
Alexandria Community School Corp (5265)
Algebraic Inst for Human Excel (C587)
Alpha Elementary School (A745)
Ambassador Christian Academy (B806)

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Step 6

Dashboard

Classes ▾

Library ▾

Grade Book

Reports

Profile

Contacts & Communities ▾

Testing ▾

App

Achievement Reports

Gradebook Reports

Admin Reports

Student Summary

Educator Reports

Accountability Reports

Student Growth Model

Corporation:

School:

--Select School--
--Select School--

View Growth For:

Run Export

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Step 7

[Dashboard](#) [Classes ▾](#) [Library ▾](#) [Grade Book](#) [Reports](#) [Profile](#) [Contacts & Communities ▾](#) [Testing ▾](#) [Apps](#)

[Achievement Reports](#)
[Gradebook Reports](#)
[Admin Reports](#)
[Student Summary](#)
[Educator Reports](#)
[Accountability Reports](#) ➔

Student Growth Model

Corporation:

School:

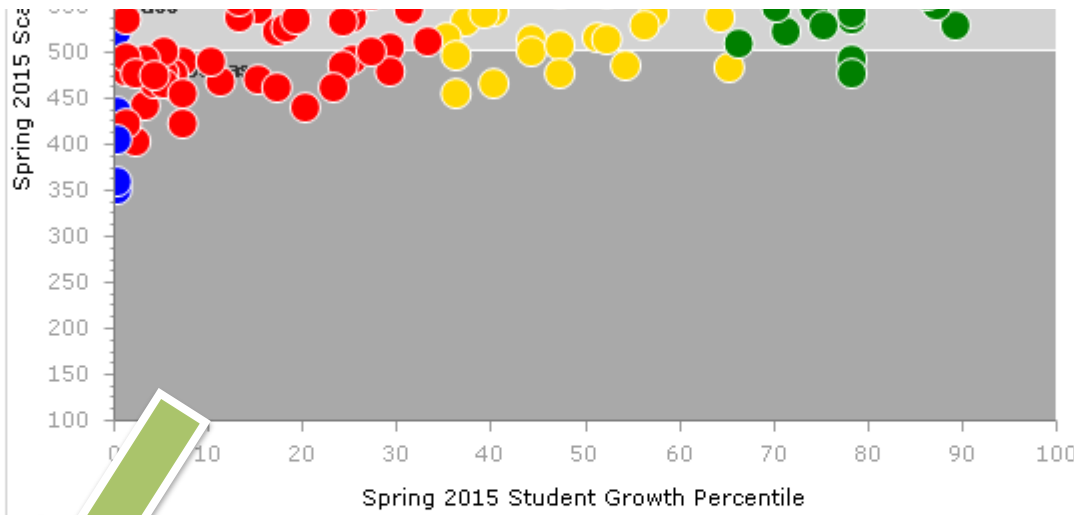
View Growth For: ☒ Students in in accountability

Grade Tested:

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Step 8



Proficiency Summary

Pass+ (>572): 19
 Pass (502-572): 40
 Did Not Pass (<502): 41

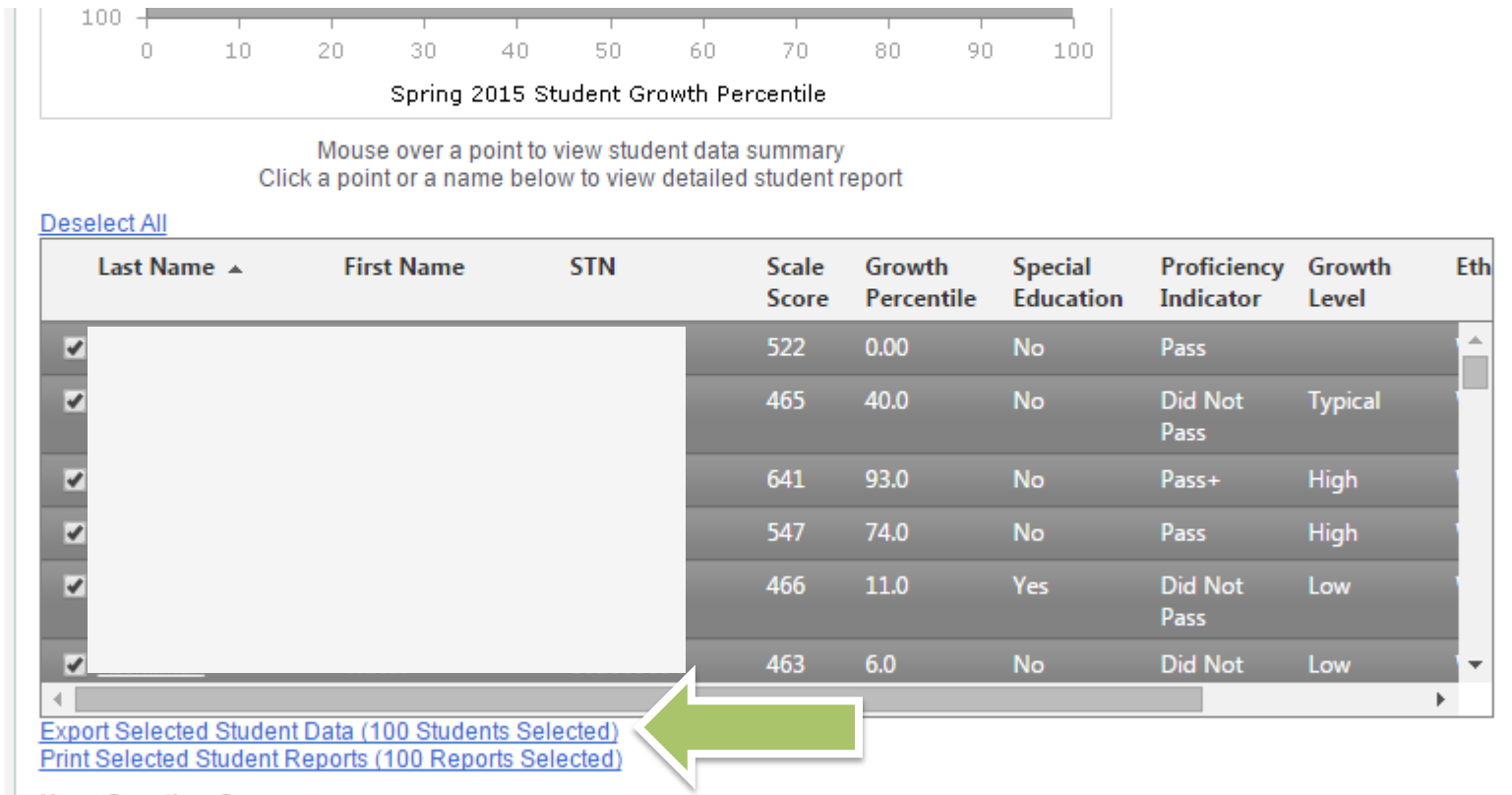
Mouse over a point to view student data summary
 Click a point or a name below to view detailed student report

[Select All](#)

Last Name ▲	First Name	STN	Scale Score	Growth Percentile	Special Education	Proficiency Indicator	Growth Level	Eth
<input type="checkbox"/>			522	0.00	No	Pass		
<input type="checkbox"/>			465	40.0	No	Did Not Pass	Typical	



Step 9



Step 10

Math_Growth_Percentile													
B	C	D	E	F	G	H	I	J	K	L	M	N	O
School_Id	School_Na	Last_Nam	First_Nam	Gender	STN	Grade_Tes	Test_Year	Math_Sca	ELA_Scale	Math_Gro	Math_Gro	ELA_Grow	ELA_Grow
						6	2015	500	522	N/A		N/A	Did
						6	2015	541	465	High	92	Typical	40 Pas
						6	2015	604	641	Typical	51	High	93 Pas
						6	2015	530	547	Low	28	High	74 Pas
						6	2015	552	466	Typical	48	Low	11 Pas
						6	2015	495	463	Low	12	Low	6 Did
						6	2015	470	442	Low	7	Low	3 Did
						6	2015	421	428	N/A		N/A	Did
						6	2015	476	513	Low	29	Typical	44 Did
						6	2015	539	591	Typical	43	High	93 Pas
						6	2015	620	573	High	84	Typical	60 Pas
						6	2015	566	545	Low	32	Low	15 Pas
						6	2015	575	569	High	75	Typical	49 Pas
						6	2015	540	521	High	93	High	71 Pas
						6	2015	459	515	Low	11	Typical	51 Did
						6	2015	530	536	High	76	Low	13 Pas
						6	2015	556	479	High	91	Low	1 Pas



IDOE Teacher Resources

- www.doe.in.gov/evaluations
- Learning Connection: Developing New Indiana Evaluations







Q & A



IDOE Website Updates

www.doe.in.gov/evaluations

Onsite Monitoring Resources

- Evaluation Implementation Monitoring
 - [Evaluation Onsite Letter for Superintendents](#) 
 - [On-Site Monitoring Document](#) 
- [DOE Dialogue: Staff Performance Evaluation](#) 
- [Evaluation Plans](#)
- [Evaluation Plan Submission Coversheet](#) 
- [FAQ Submission of Evaluation Plans](#) 

Observation and Feedback

Resources provide information on how to train and support evaluators in the observation process.

Student Growth

Resources include guidance on implementing Student Learning Objectives (SLOs) and other measures for including student growth in evaluation.

District Implementation

Resources support overall implementation of educator effectiveness systems. The resources include district self-assessment tools, time-saving tips, and suggestions for building district-level capacity.

Continuous Improvement

Resources include guidance on using evaluation data to improve instruction, inform personnel decisions, and target professional learning.



Website Updates

www.doe.in.gov/evaluations

Observation and Feedback

Posted: Thu, 11/13/2014 – 8:33am Updated: Thu, 11/13/2014 – 10:43am

Resources in this column will provide information on how to train and support evaluators in the observation process.

[Measuring and Promoting Inter-Rater Agreement of Teacher and Principal Performance Ratings](#)

Inter-rater reliability measures the “consistency across evaluators’ judgments about a person or object” and addresses concerns about bias, mood, or other circumstances affecting the evaluator’s ratings. This document discusses how to measure and improve inter-rater reliability.

[High Fidelity: Investing in Evaluation Training](#)

“Training approaches for educator evaluation vary both in format (i.e., how it’s delivered) and content (i.e., what is provided). Train-the-trainer sessions, online professional learning modules, videos, webinars, in-person presentations—these are all examples of the formats that states use to provide training on new performance evaluation systems. In this edition of Ask the Team, we report on both the format and the content of state approaches to evaluation training.”

[Foundations of Observation: Considerations for Developing a Classroom Observation System that Helps Districts Achieve Consistent and Accurate Scores](#)

“This paper, written by members of the ETS team that built the MET project’s observation scoring system, offers guidance to school system leaders on the elements of observer training and assessment that can produce accurate and reliable results for teachers.”



Teacher of the Year

www.doe.in.gov/toy

Talent Pool Recommendation

(confidential)



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